

Indiana Probation Officer Salary Survey Results August 2001

Indiana Judicial Center

INTRODUCTION

A probation officer salary survey was mailed to all probation departments in Indiana at the request of the Judges' Probation Committee of the Judicial Conference of Indiana in June 2001. 88% (131) of the surveys were completed and returned out of 149 departments statewide. These results include a total of 1038 probation officers which consist of 806 line officers, 65 supervisors, 38 Assistant Chief Probation Officers, and 129 Chief Probation Officers. The three-page survey consisted of questions regarding each probation officer's salary, the average county raises since the adoption of the 1997 salary schedule, the source of funding for officers, uses for probation user fees, and turnover rates. With this information, comparisons could be made between actual salaries and what the salaries should be according to the schedule. The results of the survey are as follows¹:

SALARIES

The survey requested 2001 salaries for each probation officer within the department. Responses also indicated the position of the officer and years of experience.

Average 2001 Actual Salaries by Years of Experience

	0-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	11+
Line Officers	24881	27193	28751	31161	32260	33176	33772	34697	33918	34299	34937
% Different from 1997 Schedule	15%	16.3%	12%	9.2%	9.5%	12%	13.5%	15.8%	13.9%	14.8%	16.4%
No. of Respondents	154	104	53	70	64	57	60	33	18	48	145
Supervisors	45450	33938	35424	36929	38810	35404	37838	37738	35304	38783	38783
% Different from 1997 Schedule	28%	33%	7.7%	23.4%	15.7%	17.5%	13.5%	22.6%	17.3%	15.7%	24.7%
No. of Respondents	1*	6	3*	2	2*	4	1*	6	3	4*	33
Assistant Chief Probation Officers			25300	40683	33810	37639	33485	48010		39952	43363
No. of Respondents	0	0	1	1	1	2	1	3	0	6	23
Chief Probation Officers	35083	28405	34500	33402	33243	33594	36566	39905	35442	38756	42602
No. of Respondents	5	4	3	1	2	5	4	7	6	12	80

¹ The survey results have approximately a 2% margin of error.

NOTE: Average salaries are determined based on the number of respondents in each category.

Line officers on an average will earn \$30,787 in 2001. Supervisors will average \$37,748 while Assistant Chief Probation Officers will earn \$41,833. Chief Probation Officers will earn an average of \$40,092.

**Average 2001 Salaries per Schedule
based on County Increases**

	0-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	11+
Line Officers	24160	25927	28806	32246	33037	32973	33024	33514	33680	33066	33203
% Different from Schedule	12.5%	12.2%	12.1%	12.3%	11.6%	11.4%	11.5%	12.8%	13.3%	11.7%	12%
No. of Respondents	154	104	53	70	64	57	60	33	18	48	145
Supervisors	38531	32933	36637	33756	37526	35074	36981	35429	34279	36581	37493
% Different from Schedule	15.1%	30.9%	10.7%	16.2%	12.9%	16.7%	11.6%	17.6%	14.8%	10.6%	22.1%
No. of Respondents	1*	6	3*	2	2*	4	1*	6	3	4*	33
Assistant Chief Probation Officers			27511	30911	34819	41544	33213	43933		37968	41126
No. of Respondents	0	0	1	1	1	2	1	3	0	6	23
Chief Probation Officers	33355	29062	33567	37957	39520	42283	40534	40790	40303	40810	41595
No. of Respondents	5	4	3	1	2	5	4	7	6	12	80

NOTE: Averages are determined based on the number of respondents in each category. The 5% increase in salary for officers with masters or doctorate degrees was not considered in computing the average salaries per schedule.

* Categories of Supervisors in which all members of the category are in departments meeting the requirements for a base salary of \$32,700. This was the base used in these categories to determine the percentage different from the schedule. All other categories used the base listed per the years of experience to determine the percentage.

The range of salaries reported should be examined. The minimum and maximum salaries in each category are reported below.

Level	Years of Experience	Minimum	Maximum
Line Officers	0-1	20152	33996
	1-2	22752	38164
	2-3	22753	35400
	3-4	25311	37289
	4-5	26168	39500
	5-6	23382	45000
	6-7	23382	41000
	7-8	24249	42000
	8-9	26389	39000
	9-10	32379	39000
	11+	27398	49365
Supervisors	0-1	45450	45450
	1-2	25688	40000
	2-3	30597	37838
	3-4	33376	40482
	4-5	37838	39782
	5-6	32656	38329
	6-7	37838	37838
	7-8	34799	42978
	8-9	32890	39782
	9-10	37500	41366
	11+	30000	46200
Asst. Chief Prob. Officers	0-1		
	1-2		
	2-3	25300	25300
	3-4	40683	40683
	4-5	33810	33810
	5-6	35496	39782
	6-7	33485	33485
	7-8	37424	54000
	8-9		
	9-10	33973	54314
	11+	34780	56888
Chief Probation Officers	0-1	24482	44644
	1-2	24720	32000
	2-3	31000	37800
	3-4	33402	33402
	4-5	31000	35485
	5-6	29488	38336
	6-7	36047	37080
	7-8	37048	44800
	8-9	32288	38000
	9-10	33100	64578
	11+	32347	82004

When examining the differences in actual salaries and the salaries per schedule, individual and departmental averages were analyzed. The results are as follows:

Individuals		Number	Percent
	Paid within 2% of the salary schedule	147	14.2%
	Paid above the salary schedule	653	62.9%
	Paid below the salary schedule	238	22.9%
Departmental Averages		Number	Percent
	Paid within 2% of the salary schedule	9	6.9%
	Paid above the salary schedule	55	42.3%
	Paid below the salary schedule	66	50.8%

Departments paid on average .44 below the salary schedule. The range extended from 41.22 below the schedule to 21.62 above the schedule. Individuals were paid on average .01 above the salary schedule. The range extended from 45.87 below the schedule to 38.35 above the schedule.

YEARS OF EXPERIENCE

Years of Experience of Current Probation Officers

Years of Experience	Number of Officers	Percent
0-1	160	15.4
1-2	114	11
2-3	60	5.8
3-4	74	7.1
4-5	69	6.6
5-6	68	6.6
6-7	66	6.4
7-8	49	4.7
8-9	27	2.6
9-10	70	6.7
11+	281	27.1
TOTAL	1038	100

Of probation officers currently employed, 26.4% have less than two years of experience, 45.9% have less than five years of experience, and 54.1% have over five years of experience.

Years of Experience of Current Line Officers

Years of Experience	Number of Officers	Percent
0-1	154	19%
1-2	104	13%
2-3	53	6.6%
3-4	70	8.7%
4-5	64	8%
5-6	57	7%
6-7	60	7.4%
7-8	33	4%
8-9	18	2.2%
9-10	48	6%
11+	145	18%
TOTAL	806	

Of current line officers, 32% have less than two years of experience, 55.3% have less than five years of experience, and 44.6% have over 5 years of experience.

Years of Experience of Current Supervisor Probation Officers

Years of Experience	Number of Officers	Percent
0-1	1	1.5%
1-2	6	9.2%
2-3	3	4.6%
3-4	2	3%
4-5	2	3%
5-6	4	6.2%
6-7	1	1.5%
7-8	6	9.2%
8-9	3	4.6%
9-10	4	6.2%
11+	33	50.8%
TOTAL	65	

Of current supervisors, 10.7% have less than two years of experience, 21.3 have less than 5 years of experience, and 78.5% have over five years of experience.

Years of Experience of Current Assistant Chief Probation Officers

Years of Experience	Number of Officers	Percent
0-1	0	0
1-2	0	0
2-3	1	2.6%
3-4	1	2.6%
4-5	1	2.6%
5-6	2	5.3%
6-7	1	2.6%
7-8	3	7.9%
8-9	0	0
9-10	6	15.8%
11+	23	60.5%
TOTAL	38	

Of current assistant chief probation officers, none have under two years of experience, 7.8% have less than five years of experience, and 92.1% have over five years of experience.

Years of Experience of Current Chief Probation Officers

Years of Experience	Number of Officers	Percent
0-1	5	3.9%
1-2	4	3.1%
2-3	3	2.3%
3-4	1	.8%
4-5	2	1.6%
5-6	5	3.9%
6-7	4	3.1%
7-8	7	5.4%
8-9	6	4.7%
9-10	12	9.3%
11+	80	62%
TOTAL	129	

Of current chief probation officers, 7% have less than two years of experience, 11.7% have less than five years of experience, and 88.4 % have more than five years of experience.

Overall, line officers seem to be the most evenly divided group when looking at less than five years experience and more than five years experience. The other categories of probation officers have a large percentage of officers with more than five years experience.

SOURCE OF FUNDING FOR FULL TIME PROBATION OFFICERS

Source	Number	Percentage
County General	650	62.6%
Probation User Fees	64	6.2%
Combination of County General & Probation User Fees	122	11.8%
Other*	202	19.5%

* Some salaries listed in this category include a combination of Probation User Fees and Other sources of funding.

PROBATION OFFICER SALARIES FROM PROBATION USER FEES

OVERALL:

Paid solely by User Fees	64	6%
Paid in part by User Fees	126	12%
<u>Total:</u>	190	18%

LINE OFFICERS:

Paid solely by User Fees	52	5%
Paid in part by User Fees	83	8%
<u>Total:</u>	135	13%

SUPERVISORS:

Paid solely by User Fees	5	.5%
Paid in part by User Fees	7	.7%
<u>Total:</u>	12	1.2%

ASSISTANT CPOS:

Paid solely by User Fees	2	.2%
Paid in part by User Fees	4	.4%
<u>Total:</u>	6	.6%

CHIEF PROBATION OFFICERS:

Paid solely by User Fees	5	.5%
Paid in part by User Fees	32	3%
<u>Total:</u>	37	3.6%

HOURS/BASIS OF PAY

Scheduled Work Hours:

Average = 36.2

Range: Low = 4

High = 40

Number of Hours	Number of Departments	Percentage
Below 35	11	8.3%
35	51	38.9%
35.5-36	7	5.3%
37.5	25	19%
38-38.5	2	1.5%
40	34	26%

Overtime Hours:

Average = 1.97

Range: Low = 0

High = 48

Number of Hours	Number of Departments	Percentage
No Overtime	50	38%
1-3	34	26%
3-5	24	18%
Over 5	19	14.5%

Salary = 87.8% Hourly = 9.92%

ADDITIONAL OFFICERS

Requested in 2000 for 2001: 97 Received in 2001: 51 52.6%

Requested in 2001 for 2002: 72

SIZE OF DEPARTMENTS

Number of Probation Officers	Number of Departments	Percentage
1	19	14.5%
2-3	38	29%
4-8	46	35.1%
9-15	13	9.92%
16 & Over	15	11.5%

TURNOVER

1999:

Years of Experience	Officers lost	Percentage of Total Officers lost for 1999
0-2	73	49.3%
3-5	33	22.3%
6-8	12	8.1%
9-11	8	5.4%
12-14	7	4.7%
15-17	7	4.7%
18-20	2	1.4%
Over 20	6	4%
Total	148	

2000:

Years of Experience	Officers lost	Percentage of Total Officers lost for 2000
0-2	78	51%
3-5	36	23.5%
6-8	15	9.8%
9-11	9	5.9%
12-14	3	2%
15-17	2	1.3%
18-20	4	2.6%
Over 20	6	3.9%
Total	153	

2001:

Years of Experience	Officers lost	Percentage of Total Officers lost for 2001
0-2	25	46.3%
3-5	10	18.5%
6-8	7	13%
9-11	4	7.4%
12-14	3	5.6%
15-17	2	3.7%
18-20	0	0
Over 20	3	5.6%
Total	54	

In looking at all three years in which turnover rates were requested, the majority of officers lost occurred in the first five years of service.

USES OF PROBATION USER FEES

Number of Departments using Probation User Fee for Services

Category	Total Departments	Percentage of Departments
Probation Officer Salaries	65	50%
Supplies	85	65%
Equipment	98	75%
Education	56	43%
Employee Hiring & Training	42	32%
Travel Expenses	66	50%
Drug Testing Equipment/Training	72	55%
Programs for Probationers	51	39%
Support Staff Salaries/Wages	72	55%
Other	50	38%

Average Percentage Spent from Probation User Fees

Category	Average Percentage	Total Respondents
Probation Officer Salaries	43.47%	52
Supplies	10.08%	71
Equipment	15.57%	83
Education	9.33%	47
Employee Hiring & Training	5.81%	35
Travel Expenses	6.02%	52
Drug Testing Equipment/Training	14.56%	62
Programs for Probationers	15.66%	44
Support Staff Salaries/Wages	27.61%	56
Other	14.73%	44

NOTE: These percentages are based on the number of departments who provided percentages for each category.

Range of Percentage Spent from Probation User Fees

Category	Low	High
Probation Officer Salaries	1%	99%
Supplies	<1%	68.3%
Equipment	<1%	66%
Education	<1%	40%
Employee Hiring & Training	<1%	21.5%
Travel Expenses	<1%	38.67%
Drug Testing Equipment/Training	1%	80%
Programs for Probationers	<1%	98%
Support Staff Salaries/Wages	1%	84.69%
Other	<1%	75%